

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *work-life balance* dengan *psychological well-being* pada pekerja Generasi Z. Hipotesis yang diajukan adalah terdapat hubungan positif antara *work-life balance* dengan *psychological well-being* pada pekerja Generasi Z. Partisipan penelitian berjumlah 113 pekerja Generasi Z yang lahir pada tahun 1997–2007. Pengumpulan data dilakukan menggunakan dua skala, yaitu Skala *Psychological Well-Being* yang diadaptasi dari *Ryff's Psychological Well-Being Scale* (Rachmayani & Ramdhani, 2014) dengan 16 aitem final, dan Skala *Work-Life Balance* yang diadaptasi dari instrumen Fisher, Bulger, dan Smith (2009) yang telah divalidasi oleh Gunawan dkk. (2019) dengan 8 aitem final. Teknik analisis data yang digunakan adalah korelasi Spearman's rho dengan bantuan IBM SPSS versi 25. Hasil uji asumsi menunjukkan bahwa data pada kedua variabel tidak berdistribusi normal (Kolmogorov-Smirnov: *work-life balance* $p < 0,001$; *psychological well-being* $p = 0,005$), sedangkan hasil uji linearitas menunjukkan bahwa hubungan antara kedua variabel bersifat linear (*deviation from linearity* $p = 0,119 > 0,05$). Hasil uji korelasi Spearman's rho menunjukkan terdapat hubungan positif yang signifikan antara *work-life balance* dengan *psychological well-being* pada pekerja Generasi Z ($p = 0,577$; $p < 0,001$; $N = 113$). Hal ini menunjukkan bahwa semakin tinggi *work-life balance* yang dimiliki pekerja Generasi Z, maka semakin tinggi pula *psychological well-being* yang dirasakan, demikian pula sebaliknya. Dengan demikian, hipotesis penelitian diterima.

Kata Kunci : generasi z, kesejahteraan psikologis, *work-life balance*

ABSTRACT

This study aimed to examine the relationship between work-life balance and psychological well-being among Generation Z workers. The proposed hypothesis stated that there is a positive relationship between work-life balance and psychological well-being among Generation Z workers. The participants consisted of 113 Generation Z workers born between 1997 and 2007. Data were collected using two instruments: the Psychological Well-Being Scale adapted from Ryff's Psychological Well-Being Scale (Rachmayani & Ramdhani, 2014), consisting of 16 final items, and the Work-Life Balance Scale adapted from Fisher, Bulger, and Smith (2009) and validated by Gunawan et al. (2019), consisting of 8 final items. Data were analyzed using Spearman's rank-order correlation (Spearman's rho) with IBM SPSS Statistics version 25. The assumption tests indicated that both variables were not normally distributed (Kolmogorov–Smirnov: work-life balance, $p < .001$; psychological well-being, $p = .005$), while the linearity test showed that the relationship between the variables was linear (deviation from linearity, $p = .119$). The results of Spearman's rank-order correlation revealed a significant positive relationship between work-life balance and psychological well-being among Generation Z workers ($\rho = .577$, $p < .001$, $N = 113$). These findings indicate that higher levels of work-life balance are associated with higher levels of psychological well-being, and vice versa. Therefore, the research hypothesis was supported.

Keywords : generation z, psychological well-being, work-life balance